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# East Europe Report

POLITICAL, SOCIOLOGICAL AND MILITARY AFFAIRS

No. 1829



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# EAST EUROPE REPORT

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REPORT ON CONFERENCE OF FIREFIGHTERS FROM SOCIALIST COUNTRIES

Bucharest PAZA CONTRA INCENDIILOR in Romanian Sep 80 pp 10, 11, 14, 15, 16

[Article by Mircea Marinescu]

[Text] The 14th Conference of Firefighters From Socialist Countries was held in Brasov Municipality from 2-9 September 1980. In the attendance were delegates of firefighters from the People's Republic of Bulgaria, the Czechoslovak Socialist Republic, the Korean People's Democratic Republic, the Republic of Cuba, the German Democratic Republic, the Polish People's Republic, the Hungarian People's Republic, the Union of Soviet Socialist Republics, and the Socialist Republic of Romania. Invitees included officers and engineers from the Firefighters' Command, commanders of some county firefighters' groups, experts from design and research institutes, representatives of a number of enterprises and institutions, and newsmen.

After the opening of this important meeting, George Homostean, member of the Central Committee of the Romanian Communist Party, minister of interior, conveyed a warm welcome to the foreign guests. He pointed out the concern shown in this country by the party and state executives and party secretary general Nicolae Ceuasescu himself for the activity of protection of human life and the national wealth against fire. After emphasizing that the proceedings of the conference which is held in this country provide an opportunity for asserting our party and state foreign policy of friendship and cooperation with the socialist countries, with all countries in the world, the minister wished every success to the participants of the conference and stressed that the conference's role is to upgrade the humanitarian and noble work of firemen in protecting human life and material assets from fire.

On behalf of the delegations in the attendance thanking for the greeting were the heads of the Soviet and GDR delegations. The participants of the conference then saw the philatelic show "Pompierfila IV" and the exhibit of posters which displayed instructional-educational material combating various causes of fire printed in most countries represented at the conference. Both shows were well appreciated.

Subsequently, proceeding from the idea that the tremendous economic development of each socialist country and the rapid introduction of scientific and

technical advances in production require the constant upgrading of the activity of protection against fire, the participants in the conference proceeded to debating the topics set forth at the September 1978 meeting in Riga (USSR), that focus on the current concerns of firefighters' bodies in the participant countries.

For instance, the report "Greater Safety Against Fire in High-Rise Buildings" given by the Polish delegation aroused great interest. The matter discussed, the recommendations made, and the conclusions presented at the conclusion of the debates by the head of the Romanian firefighters' delegation, major-general Cheorghe Briceag, commander of the firefighters, pointed out the chief directions in the effort of firefighters' organs to handle the problems posed by safety against fire in high-rise buildings. They involve the determination of designers to follow the safety regulations prescribed; continuation of research for a technical solution to the problems posed by smoke and toxic gases, so as to prevent the occurrence of human victims; ensuring of the evacuation of persons; elimination of panic, which, as a rule, creates difficulties in the firefighters' work, and so forth. In light of the Soviet experience gained during the construction of the Moscow Olympic facilities, the participants in the conference endorsed the Soviet firefighters' delegation's proposal on continuing to study the problem of protection against fire in high-rise buildings, with a subsequent exchange of information in this area.

On the topic "Upgrading Statistics in Protection Against Fire," presented by the Czechoslovak delegation, those who participated in the discussions were unanimous in stating that statistics is a tool which could be an important factor in improving prevention and control and also in making effective decisions in protection from fire. Experience, however, shows that the data available at one point on a fire are not sufficient and that there must be a greater concern of the firefighters' units in training the personnel that provides the statistical figures. The participants of the conference endorsed the proposal on the Soviet and Czechoslovak delegations' continuing their research in this field and providing the data obtained to the parties concerned.

Another topic which aroused great interest involved "Prevention of Fire in High Plant of Chemical and Petrochemical Combines," discussed by the delegation of Romanian firefighters. The report and speeches of the Hungarian, GDR, Bulgarian and Soviet delegates pointed out the great fire hazards involved in chemical and petrochemical plant with tall columns and hence, the constant concern of firefighters and specialists to eliminate the factors that generate explosions and fire. The speakers also pointed out that it was necessary, in the designing stage, to specify adequate measures for prevention, provision of facilities with efficient extinguishing equipment and provision of measurement and control apparatus which adequately signals the critical levels. The complexity of the problems involved in the protection of the facilities concerned during operation (observance of the technical parameters, ensuring of tightness, quality of control and inspection and training of personnel) focused the attention of the participants,



who agreed with the proposal for achieving a permanent exchange of information in this area.

The report "Safety Regulations Against Fire in Large Agricultural Facilities (Large Warehouses, Silos, Complex Zootechnological Units), in Designing, Building and Operation" was presented by the Hungarian firefighters' delegation. The matters surveyed in detail, with specialized data on the conditions of location, the technical measures characteristic of the various functions of agricultural facilities, the procedures for storing and ensilaging the feed, plus the additions provided by speakers who discussed the report and enlarged on issues involved in heating systems of large zootechnological facilities, evacuation of animals and ensuring intervention in fire extinguishing were factors in achieving a useful exchange of experience and clarification of the questions tackled.

Furthermore, the participants listened with great interest to the reports given by the delegation of Soviet firefighters on the "Current Status and Prospects for the Development of Means of Extinguishing With Powder" and "Use of Scientific Methods of Control in Protection Against Fire." During the debate on the first topic emphasis was placed on the efforts which are being made to obtain powder that is very effective in extinguishing and recommendations were made for mutual transmission, for the purpose of testing and comparison, of samples of extinguishing powder produced in the countries represented at the conference and documentary material on methods and equipment employed to determine their qualitative features. Moreover, on the second report, recommendations were made for intensifying the study on the scientific control of prevention and extinguishing of fire and for organizing national debates on this matter (together with economic experts) so that at the next conference each country may provide the conclusions drawn.

Great interest also was aroused by the report "Unified Terms in Technically Characterizing Substances and Materials" given by the delegation of GDR firefighters. The participants in the deliberations pointed out the need for expanding the exchange of documentation on the standardization of the specialized terminology and for requesting the national standardization organizations to develop and supplement the terminology standards with the input of experts who use the notions involved in the context of international cooperation.

The participants in the Brasov conference also warmly received the announcement of the head of the Polish firefighters' delegation, colonel Tomasz Ostrovsky, regarding his country's agreement on organizing in 1982 the 15th Conference of Firefighters From Socialist Countries and the 11th International Firefighters' Contests. Equally warmly received was the announcement of the head of the Hungarian firefighters' delegation, colonel Karoly Varga, on the organization of the 1984 conference and contests in Hungary.

At the Brasov conference, in the protocol concluded on the basis of the proposals made by the participating countries, it was stated that at the next conference, which will be held in Poland, the following topics will be

developed and discussed: "Fire prevention and extinguishing in mechanized warehouses with tall stacks;" "Fire protection in museums, art galleries and historical structures;" "Fire prevention and extinguishing in major cable centers. Standards in designing and operation of cable centers. Methods for determining the combustion characteristics of electrical cables. Methods and means for extinguishing fire;" "Psychological training of firefighters for action under special conditions;" "Optimal methods for directing the action of firefighters, by using modern means of television, radio and computer technology;" "Conclusions and lessons derived from big fires."

Moreover, the conference recommended that firefighters from participating countries focus their efforts on resolving problems which will be considered in specifying the topics for the 16th meeting in 1984. The topics include: "Tactical procedures and technical methods used to ensure saving people during a fire;" "Modern trends in building and utilizing fighting machines for various types of fire;" "Research on determining fireproof substances for man-made fibers and yarn;" "Methods and substances for extinguishing light metal fires;" "Evolution of fires in light of the nature of combustible substances and their burning speed;" "Research on the prospect for using airplanes in extinguishing building fires" and so forth.

The 14th Conference of Firefighters From Socialist Countries developed in a spirit of full understanding and friendship, of solidarity and fraternal cooperation. It opened new and broad prospects for fire prevention and control and marked a significant stage in the further development of the cooperative relations among firefighters from participating countries. Moreover, the warm reception extended to the members of the delegation by minister George Homostean and by Ion Bojenaru, first vice chairman of the People's Council of Brasov Municipality, the cultural-artistic and sports events held on the Tractorul Stadium, which was the scene of the 10th International Contests of Firefighters and of the exhibit on the modern fighting technology used by Romanian firefighters, plus the visits organized in Brasov Municipality and in the adjacent areas and counties closely acquainted the guests with the accomplishments of working people in this country, the scenic beauty of Romania and the well-known hospitality of the Romanian people.

#### Views of Guests

Lieutenant Colonel Engr Georgi Stefanov Bozukov, head of the Bulgarian firefighters' delegation: The proceedings of the 14th Conference of firefighters From Socialist Countries in Brasov were characterized by a high scientific-technical standard. Due to the organizers' efforts, the tasks set were successfully completed. The conference pointed out the trend toward resolving the problems with which firefighters' bodies are confronted in a more profound manner and at a high scientific level, for the purpose of expanding the activity of protecting material assets. We also thank our hosts for the fact that, simultaneously with the examination of the topics at the conference, they provided us with the opportunity for getting acquainted with fire prevention and control in the Socialist Republic of Romania. The same as in the other socialist countries, fire prevention and control in Romania has

developed considerably. Primarily noticeable is the significant involvement of citizens in fire prevention.

Moreover, we have been especially impressed with the provision of technical equipment for the Romanian firefighters, who now have ample and diversified technical facilities, such as, for instance, the turbojet. Significant also is the structuring of the interaction between the military units and civilian units of firefighters.

The conference provided us with the opportunity for discussing a number of issues and also for getting acquainted with life in firefighters' units in some towns and regions. The outstanding tidiness, the order and discipline have impressed us considerably.

All this results in high appreciation for the 14th Conference of Firefighters From Socialist Countries.

I, myself, am grateful to the organizers of this conference and to Romanian firefighters who provided the conditions for discussing the major problems of prevention and control at this stage, for usefully exchanging opinions and getting to know the latest accomplishments in our area of activity.

I want to use the opportunity provided for wishing the Romanian firefighters new successes in the fight to protect the wealth of the socialist country.

Major Engr Ian Olsansky, head of the Czechoslovak firefighters' delegation: Prepared in detail, the proceedings of the conference developed on the highest level, as the proceedings of such a conference of firefighters from socialist countries ought to develop. From the outset I would like to point out that the organizers and the other agencies on our visit gave us much consideration, and we wholeheartedly thank them for this. The decisions taken at the conference must be discussed and examined by the proper bodies of each participating state. Steps must be taken so that all the proposals made at the conference may be implemented by everyone, in compliance with the conditions in the state involved.

I want to wish good health to the readers of this journal and to the Romanian firefighters, to obtain, under the leadership of the Romanian Communist Party, new achievements in fire prevention and control.

Senior Colonel So Denk Yong, head of the delegation of firefighters of the Korean People's Democratic Republic: We are grateful to the Romanian comrades for organizing the 14th Conference of Firefighters From Socialist Countries. We point out not only the conference but also the international contests in which the Romanian firefighters recorded outstanding results. The conference and the contests were valuable factors in strengthening the friendship among firefighters from our socialist countries and also involved a useful exchange of experience for working as well as possible. We shall use in the future all that we have learned here, the experience of the other socialist countries. The conference and the other events were very well organized by the Romanian comrades, who prepared a very detailed work program.



We wish the Romanian firefighters even greater successes in their work to protect the national wealth against fire.

Lieutenant Colonel Engr Rafael Pupo Santiesteban, head of the Cuban firefighters' delegation: We feel that this meeting, this conference was a positive thing. The reports given were of a very good quality. Of course, our activity has not reached the high level which was attained in the other socialist countries. That is why the discussions held at this conference will be of great use in our future activity.

The scientific and technical standard of the reports given and the proper organization provided optimal conditions for the development of the conference proceedings.

The Romanian firefighters who took part in the sports contests obtained good results. I take this opportunity to warmly congratulate them.

Colonel Herbert Pohl, head of the GDR firefighters' delegation: The participants in the 14th Conference of Firefighters From Socialist Countries thank the local bodies and the organizers of this conference, that was characterized by a high scientific standard. It was determined that the socialist countries have obtained added results in socialist construction. The firefighters in socialist countries do their share in building socialism in their countries. This was also reflected in the reports given and in the discussions held on these reports.

We have been very impressed with the progress of fire prevention and control in the Socialist Republic of Romania. We visited with several firefighters' units and noted their good provision with technical equipment for accomplishing their missions.

The conference was instrumental in strengthening the friendship and cooperation of firefighters. Therefore, we thank the organizers for the good conditions provided, for the amity with which we were surrounded. We also thank the organizers for the opportunity created for our getting better acquainted with the people of this country and for witnessing the successes obtained in building socialism in Romania. We, all of us, are making efforts to stabilize peace and therefore we wish to obtain greater and greater successes.

In regard to the international contests, I would like to point out that the sports competitions of firefighters have helped to strengthen their fighting capacity. We have been impressed with the good results obtained by the Romanian team and wish to take this opportunity for warmly congratulating them.

We are returning home with the firm belief that the proceedings of the conference will help to upgrade the future activity of firefighters.

Again we thank for the efforts made for the success of the events in which we took part.

Colonel Engr Tomasz Ostrovsky, head of the Polish firefighters' delegation: The 14th Conference of Firefighters From Socialist Countries was very well organized. It discussed a wide range of topics on fire prevention and the methods and equipment for fire control. I wish to emphasize that this conference was prepared in detail by the organizers and this made it possible for us to survey and discuss all the topics proposed.

I am confident that the exchange of knowledge on fire prevention and control in various areas, the exchange of information and experience conducted at the conference were of great use to all participants. I also believe in the usefulness of sports competitions of firefighters from the participating countries. This kind of meeting of firefighters from socialist countries for discussions on fire prevention and control and for international sports events are organized every 2 years. Consequently, the next conference and contests will be organized in the Polish People's Republic.

Now that the conference has concluded and all of us will be going home, I wish to wholeheartedly thank the organizers for their concern with the proper preparation and development of the conference and sports events. I take this opportunity to point out the outstanding training of the Romanian firefighters and congratulate them for taking the first place in the contests.

We are very moved by the warmth of the reception, by the hospitality and attention shown to us at every step by the organizers and everyone we met on various occasions.

We take home impressions of your beautiful and rich country.

Colonel Karoly Varga: It is our view that we have attended a well prepared conference. The Romanian comrades have provided the best possible conditions for the successful development of the conference proceedings. The topics included in the agenda were well selected and meet current requirements. They involve a useful experience which all will be able to use in their own activity.

At the conference, by common consent, were specified the most topical issues which we must handle, in the context of mutual support and information. The future tasks on which we have agreed involve the need for further cooperation in the area of fire prevention, for sharing of the results obtained. As we agreed on this matter, we may firmly assert that everyone's work will improve.

We also attended contests of a high caliber and noted that each participating country made efforts to obtain best possible results. All this provides lessons for our delegation and, I believe, for the other delegations as well.

Colonel Dimitri Ivanovitch Iurchenko, head of the Soviet firefighters' delegation: The conference proceeded at a very high scientific-technical level and, consequently, was of great use to all the participating countries. This

conference discussed the problems which concern us all and devised approaches to handling them.

The delegates to the conference are pleased with its high level in terms of preparation and thank the organizers for this. We also thank them for having organized the 10th professional contests which were very interesting. Moreover, the opening and closing mass events were very impressive.

I would like to also thank the organizers for the opportunity afforded for seeing the firefighting technique and the provision with specific equipment. We thank the hosts for the opportunity afforded for visiting the splendid city of Brasov and its environs and for getting acquainted with its industrious people and the results obtained. We wish them even greater further successes.

Furthermore, we were very impressed on visiting the firefighters' units in the city of Brasov, where we noted perfect discipline, tidiness and a high level of training, both in the area of town fires and fires in industrial facilities.

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LABOR CODE APPROVED BY PEOPLE'S ASSEMBLY

Tirana GAZETA ZYRTARE in Albanian No 4, Jul 80 pp 65-92

[The Labor Code of the People's Socialist Republic of Albania; passages between slantlines printed in boldface]

[Text] The Labor Code of the People's Socialist Republic of Albania

The People's Assembly of the People's Socialist Republic of Albania has decided:

To approve the Labor Code of the People's Socialist Republic of Albania.

Chapter I

/Content, Bases and Tasks of the Labor Legislation of the People's Socialist Republic of Albania/

Article 1

The labor legislation expresses the will of the working class and of the other working masses and is an important tool of the state of the dictatorship of the proletariat to regulate the social labor relations of workers and of employees, liberated from exploitation of man by man in the enterprises, institutions and social organizations.

Article 2

Labor legislation is guided by the policy of the Albanian Workers Party and is based on the ideology of the working class, on Marxism-Leninism.

Labor legislation stems from the Constitution of the People's Socialist Republic of Albania.

Article 3

Labor legislation has the task of assisting the building of socialism in the country, in accordance with the principle of relying on one's own forces, of helping in the perfecting of socialist organization of work, of stimulating the uninterrupted increase of labor productivity, the rapid development of social production and the continuing improvement of the wellbeing of the workers.

Labor legislation ensures the full implementation of the rights and tasks of workers and of employees, serves to educate them to maintain a socialist attitude toward work and socialist property and to strengthen proletarian discipline at work, in the struggle against bureaucratic and liberal manifestations.

## Chapter II

### /The Main Principles of Labor Legislation/

#### Article 4

Labor legislation adheres to the principle of the development of the class struggle in the field of socialist labor relations.

#### Article 5

The enterprises, institutions and social organizations, in protecting and developing socialist labor relations, execute the mass line and rely on the principle of democratic centralism, by interweaving centralized and planned management with the initiative and the creative thought of the workers and employees.

#### Article 6

The working class, as a leading class of the society, under the leadership of the Albanian Workers Party, exercises its direct control over the activity of institutions, of enterprises and of social organizations in the field of labor relations and of the execution of labor legislation.

#### Article 7

Work is at the foundation of the socialist social order and is the main source of earning a living for the workers and employees.

#### Article 8

Work is a duty and a right for every citizen able to work.

The state guarantees to the citizens work there where the needs of the economic and cultural development of the country require it.

Aware that only through work can socialism be built and the socialist social order strengthened, the workers and the employees work where they are assured work.

Labor legislation is permeated by the socialist principle "from each one according to his abilities, to each one according to his work."

#### Article 9

In particular, the state protects minors and women.

The female worker and employee, liberated from political oppression and economic exploitation, enjoys equal rights with the man in work, vacation, compensation,



social security, in all other areas associated with work, as well as other benefits specified in this Code and by special decrees.

#### Article 10

The state assures material means for living to the workers and employees for work disability and old age.

#### Article 11

The enterprises, institutions and social organizations, as well as all the workers and employees are obligated to fully honor socialist labor legislation.

#### Chapter III

##### /Trade Unions/

#### Article 12

The workers and employees have the right to join the Trade Unions.

The Albanian Trade Unions are political-social organizations of the working class, which voluntarily accept in their ranks workers and employees, citizens of the People's Socialist Republic of Albania who work in enterprises, institutions and social organizations. They act according to their statute.

#### Article 13

The Albanian Trade Unions, as schools of communism, carry out a general activity for the communist education of the workers, for the strengthening of the dictatorship of the proletariat, for the deepening of socialist democracy and for the moral-political unity of the workers around the Worker's Party. They take care of the educational, cultural and technical-professional development of the workers and employees, and their physical and military training, so they will be ready and able to defend the freedom and independence of the fatherland.

#### Article 14

The workers and the employees, organized in the Trade Unions, aware of the role of the rapid, uninterrupted, planned and harmonized development of the socialist economy, take part in the drawing up and executing of state plans. The Trade Union develop socialist competition, inspire creative thinking, study and expand progressive experience, help to expand the technical-scientific revolution, increase labor productivity and improve the quality of production.

#### Article 15

The Albanian Trade Unions work to increase among their members the awareness of their responsibility for their duties, to strengthen proletarian discipline, to protect socialist property, to know and execute socialist legislation.

They are concerned about the continuous improvement of the working and living conditions of the workers, the implementation of the rights of the workers and employees, and work to resolve disagreements at work.

#### Article 16

The Trade Unions cooperate with state organs and with other social organizations to draw the working masses in an organized manner in the economic management and administration of the country. They struggle for the participation of the workers in exercising direct worker control, under the leadership of the party, over the activity of the administration of the enterprise and of the institution for the proper functioning of their work, against manifestations of bureaucracy and liberalism.

#### Article 17

The Trade Unions make proposals, take active part in the discussions for the drawing up of the main draft laws which have to do with the work and life of the workers and employees, exercise control over the implementation of the decrees which regulate work relations and living conditions, and listen to the reports of the administrations of enterprises or of institutions regarding these problems.

#### Article 18

It is the task of state organs to listen to the opinion of the Trade Unions on the issuance of normative acts which deal directly with the job status, with work, wages, living conditions, and the state social insurance of the workers and employees.

#### Article 19

The administration of the enterprise, of the institution and of the organization creates for the Trade Union organs the means for the normal exercise of their activity and provides them offices and the necessary equipment, free of charge.

The Trade Unions administer vacation homes for workers, employees and their children.

#### Article 20

The elected organs of the Trade Unions are legal entities.

#### /Chapter IV/

#### /Employment/

#### Article 21

Employment takes place through an agreement between the worker or the employee and the administration of the enterprise, of the institution or social organization.

The work agreement with the workers is concluded according to the special provisions of the Council of Ministers, and for the employee after approval by the competent organs for employment.

The work relations of the workers and employees, who are elected to state organs or to social organizations, develop on the basis of the rules established by law.

#### Article 22

A citizen becomes eligible for employment when he reaches the age of 15.

A person is employed on the basis of profession, abilities and personal inclinations and in accordance to the needs of the society.

#### Article 23

The work agreement is signed for an unspecified period.

When the agreement is signed for a set period, it cannot be longer than 6 months; it is made in writing and, when necessary, it can be extended up to 3 months.

For the workers and employees who are employed on a temporary basis, special rules can be applied by provision of the Council of Ministers.

#### Article 24

The worker and the employee, for work which continues for a long time, can be placed on a trial basis prior to employment. The trial period can be up to 12 work days, and in special cases, up to 3 months.

When the worker or employee is employed, the trial period is calculated as work seniority.

#### Article 25

The worker or the employee has no right to transfer his job assignment to someone else.

#### Article 26

When a person is employed for the first time he receives a work card from the enterprise, institution or social organization.

#### Article 27

A work agreement which contains conditions in violation of legal provisions is invalid.

When the work agreement is invalid and the worker or employee has entered the agreement in good faith, relations between the individual and the administration of the enterprise, institution or social organization are regulated on the basis of the provisions of this Code.

/Chapter V/

/Work and Vacation Time/

Article 28

The normal work time for workers or employees is 8 hours a day.

For workers or employees who work in difficult jobs or those harmful to health, and for some categories of workers who besides their main job, are also involved in creative scientific, literary, artistic and sports activities, a shorter work time, without reduction in pay, is set by decision of the Council of Ministers.

For minors under 16 years of age, work time cannot exceed 6 hours a day.

Article 29

For night shift work between 2200 hours and 0600 hours, work time is reduced by one hour without reduction in pay.

For work or services when the job is carried out without interruption for 24 hours, night work time is the same as for day work time, but in this case the worker or employee receives overtime pay for one hour.

Article 30

For some week-days a longer work time can be set, and for other days a shorter, but on condition that the weekly norm of work hours is not exceeded. Moreover, the normal work time for some seasonal jobs may be extended, with a proportional increase of payment.

The extension of the normal work time can also be set for workers and employees who are paid state wages for work in agricultural cooperatives and in social and cultural institutions in the village.

The types of these jobs stipulated by decision of the Council of Ministers.

Article 31

In special cases, for essential needs of work, the worker, on written request by the administration and with his own assent, may work overtime.

Overtime work is that which is carried out in the same enterprise, institution or organization before or after normal work time, or in excess of the weekly or monthly norm of work hours.

For seasonal work, overtime work is that which is completed beyond the limit of the extended work time.

The work of employees, and workers, which because of its nature, cannot be completed within the established time is not considered to be overtime. The types of these jobs are stipulated by provisions of the Council of Ministers.

## Article 32

Overtime is allowed when:

- 1) work is carried out which is necessary for the defense of the People's Socialist Republic of Albania, or to help overcome various calamities;
- 2) it is necessary to complete a job which has been begun and, which, because of unforeseen delays or due to circumstances, caused by the technical conditions of production, could not be completed within the normal work time, and the interruption of the job may cause harm to material or machinery;
- 3) it becomes necessary to take measures to protect socialist property from damages which may be caused by natural phenomena or other things;
- 4) temporary operations are carried out for the repair or reconstruction of machines, installations or work sites, if the failure to execute them on time creates work shutdowns for a large number of workers.
- 5) large and pressing seasonal jobs must be completed and there is a lack of workers or the number of workers cannot be increased due to technical reasons;
- 6) there is an essential need to execute loading and unloading work, to empty warehouses and to transport the goods, so the means of transportation will not be idle;
- 7) Essential works are carried out for the replacement of the water supplies, electricity, the sewer system, transportation and the telephone and telegraphic lines.

The total amount of overtime hours cannot exceed 180 hours per year for every worker.

## Article 33

Pregnant women or women with infants up to one year of age, minors who have not reached the age of 16 and the workers with medical problems are not allowed to work between 2200 hours and 0600 hours and past the normal work period.

## Article 34

A female worker or employee with children up to the age of 9 months, receives every 3 hours after breast-feeding, a rest period of no less than half an hour to feed the child. This rest period is calculated in the work time.

## Article 35

The worker or the employee has one day off per week, as well as on official holidays.

The worker or the employee who has worked during the weekly day off or during official holidays, gets a day off during the week, and on special occasions,



with his approval, these days may be used consecutively within the month. In the foreign maritime transportation service, the weeks' days off may be used successively, as a rule, within 3 months.

The worker who is assigned to work during an official holiday which does not coincide with the week's day off, and, with his approval, does not get another day off, receives normal pay.

#### Article 36

The weekly rest period for the worker or the employee extends without interruption for no less than 36 hours, with the exception of shift work, when it cannot be less than 24 hours.

#### Article 37

The worker or the employee receives an annual leave of 12 working days.

Annual leave is used within the calendar year and, in special cases, no later than the end of the first quarter of the following year. Within the context of annual leave, the time of temporary work disability is also calculated in the work time.

Minors who have not reached the age of 16, receive 24 working days.

Supplementary leave is also given in addition to annual leave. The length of this leave and the categories of the workers or employees who receive this leave is determined by decree of the Council of Ministers. When the worker or the employee is eligible for supplementary leave for one or more reasons, he enjoys only the more favorable leave.

#### Article 38

The worker or employee, who is concerned with scientific, sports or artistic-amateur activities, receives special annual leave with pay.

This leave is not calculated against the normal or supplementary leave. Its length of time and the criteria are determined by decision of the Council of Ministers.

#### Article 39

The worker or white collar worker who gets married, or the one who has a death in his family, receives special leave of up to 5 days.

#### Article 40

The enterprise, institution or social organization, when it considers as legitimate the request of the worker or of the employee to stay away from work, and when this does not cause any harm to the work, it may provide leave without pay for up to 12 work days per year.

The criteria and length of this leave are determined by the Council of Ministers.

#### Article 41

The female worker or employee, in cases of pregnancy and childbirth, receives, leave with pay for from 12 to 15 weeks, according to the provisions of state social insurance.

The woman who has used up maternity leave without being able to find a nursery for the child, may receive unpaid leave for up to 3 months.

The female worker or employee, who has children up to the age of 3, may receive unpaid leave up to 3 months per year.

The length of unpaid leave is calculated by the work seniority for state social insurance purposes.

#### Article 42

When the worker or employee misses work due to occupation with state or social tasks or due to annual, supplementary or sick leave, the enterprise, the institution or social organization has the right to employ another person on a temporary basis as a worker or employee, until the person replaced returns to work.

#### Chapter VI

##### /Wages, Salary Increases and Compensations/

#### Article 43

The worker or white collar worker is paid according to the quantity and quality of work completed.

Equal pay is given for equal work, regardless of sex, race, nationality and age.

In setting wages, the state is concerned that the wages of employees are in correct proportion to those of the workers in order not to allow great differences in the level of income and in the way of living and in order not to allow the creation of some privileged stratum.

The state harmonizes the correct use of moral and material incentives, by giving priority to moral incentives, so that the worker or employee is stimulated for highest achievements possible in work.

#### Article 44

The state, on the basis of the achievements in the field of narrowing down differences between mental and physical work, between work in industry and work in agriculture, between skilled work and simple work, is also concerned about narrowing down the respective differences in wages, without permitting equalitarianism and by maintaining the interest of the workers in improving their skills and increasing labor productivity.

The wage is set on the basis of the level achieved in the development of the socialist order, of socialist production and labor productivity and on the basis of the fulfillment of the needs necessary for living, by maintaining a correct proportion between personal work and work for society, between the personal consumption fund and the social consumption fund.

#### Article 45

The worker or employee is compensated on the basis of the work measured and verified in terms of quantity and quality, and according to work and production norms, or on the basis of the effective time of completed work and of the category of the work process or place of work. In special cases, in the apportionment of work compensation, the level of skills of the worker or employee is taken into consideration.

#### Article 46

The work norms are set in accordance with work conditions, with the technical and technological level, and the organization of production.

The work norms can be reexamined when changes have taken place in work organization and conditions, in techniques and technology, which influence labor productivity. They may be reexamined also when it is noticed that mistakes have been made in their calculation and establishment.

The rules for the establishment of norms and for their types, the period and the procedure for reexamination and approval are decided by the Council of Ministers.

The setting and changing of work norms is done only following their discussion with the workers and after listening to their opinions.

The workers are notified about the new work norms at least 12 days before they go into effect.

#### Article 47

The categorization of work processes and work places are approved by the ministries and other central institutions, by taking into consideration the level of complexity of the work, the preciseness which it requires and its responsibility, work hazards and the difficulties encountered in doing the work.

#### Article 48

The worker or employee under the age of 16, in addition to the payment for the completed work, also receives overtime pay equal to two hours of work per day, which is given according to the level of categorization.

#### Article 49

For the workers or employees of some branches, by special provisions of the Council of Ministers, pay or compensation increases can be set for seniority in work, difficult work and work places.

#### Article 50

The worker and employee is compensated for the annual leave time on the basis of the average wage of the preceding year, which he receives prior to commencement of leave.

#### Article 51

The worker receives overtime pay for each case of overtime work in the amount of 75 percent above the base salary for the category of the work process or work place.

#### Article 52

During the period of trial work the worker or employee is paid according to work completed.

#### Article 53

The worker or employee is not paid when he is not working because of work stoppage caused by him.

When work interruption occurs due to no fault of the worker, and the administration of the enterprise, of the institution or social organization does not provide him with other work, the worker along with the administrative, engineering-technical and economic management personnel who have caused work interruption or have not provided other work, receive half pay for the period of the interruption.

Persons who work in the highest organs also receive half pay when work has been interrupted due to their fault.

#### Article 54

Some 50 percent of the pay of the person who is guilty of work stoppage, is withheld by order of the manager of the enterprise, institution or social organization.

Appeal can be made against the order to withhold wages within ten days from the date of notification, to the immediately higher organ.

When work interruption occurs due to the fault of the manager of the enterprise, institution or social organization or due to the fault of other persons in the highest organs, wages in the amount of 50 percent are set, according to the case, by decision of the chairman of the executive committee of the district people's council, or by decision of the minister or manager of another central institution. The order in this case is irrevocable.

#### Article 55

It is considered to be work interruption when the worker or employee is forced not to work for the following reasons:

a) atmospheric conditions;

- b) lack of raw materials, other materials, work tools and electric energy;
- c) breakdown of machinery, equipment and other work tools.
- d) interruption of work due to failure to observe regulations on technical and hygiene and health safety.

#### Article 56

When the production, construction or service is totally useless, the guilty worker or employee receives no payment and is obligated to make restitution.

When production, construction or service is partially useless (the quality does not meet set conditions) due to the fault of the worker or employee, reduced wages are given for the time spent on the production, construction or services, which cannot exceed half of that established in the wage scale.

The amount of wages is decided by the enterprise, institution or social organization in proportion to the value of wasted production, which is assessed according to the instructions of the ministry of other respective central institutions, not exceeding half of the wage.

#### Article 57

The worker or employee receives payment for the time which he has remained unjustly unemployed, but no longer than for one month, and when he leaves work for reasons of penal responsibilities and the case is decided to be closed or he is found to be innocent, payment is received for the entire period of unemployment.

#### Article 58

The worker or employee is paid by the enterprise, institution or social organization in which he works when he:

- a) participates in the meetings of the People's Assembly or in the people's councils in the capacity of the people's representative;
- b) performs the duty of assistant judge, is summoned as a witness or as an expert by the court or the organs of investigation;
- c) takes part as a delegate in congresses, conferences and plenums;
- d) is summoned by the military commands or offices for control or for military educational training (the worker or employee, when called for military training, receives 3/4 of his wage);
- e) or when provided for in the provisions of the Council of Ministers.

#### Article 59

The wages of the worker and employee and any other compensation due to him for completed work are untouchable. Exception is made for the return of advance-pay, of overpayment, or if called for by law.



The total sum of withholdings cannot exceed 50 percent of the wage of the worker or employee; withholding continues until the entire sum is repaid.

#### Article 60

Withholdings for the return of wages, increases and compensation above the set wage, may be carried out no later than three years from the date of their payment, and for advance pay, from the day decided for their return.

#### Article 61

Wages and every other compensation due the worker or white collar work for his work, may be demanded within the three years from the day of eligibility.

#### /Chapter VII/

#### /The training of workers and employees/

#### Article 62

The state is concerned about the continuous raising of the ideopolitical, educational, cultural and technical level of the workers and employees.

The training of the workers or employees and the continual improvement of their skills is carried out in accordance with the demands presented by the growth of social production on the basis of the uninterrupted deepening of the technical-scientific revolution, and in accordance with their participation in the management of the economy and in governing the country.

#### Article 63

For the training of young workers, and for teaching skills and specialized knowledge to workers and technical-administrative workers and employees, the following forms are used in addition to the schools of the educational system;

- a) lower technical-vocational schools for the training of young workers on the basis of eight-year education with a fixed profile;
- b) courses on the basis of eight-year and middle education for the training of young workers who are not engaged in work;
- c) courses on the basis of eight-year and middle education to raise the level of skills, for specialization and to teach second professions to the technical-administrative workers and employees who are engaged in work;
- ch) courses and other forms for teaching skills and specialized knowledge to workers who have completed higher education;
- d) school children in the economy who are being trained for ordinary professions and simple jobs in special branches of production, construction and services.

#### Article 64

The skill-training and specialization of workers or employees, is organized, as a rule, without separation from work. In special cases, when it is necessary, training is also organized with separation from work, according to special provisions.

#### Article 65

The administration of the enterprise, of the institution or of the social organization creates for the workers and employees proper conditions to attend various schools without separation from work as well as the forms for their further skill-training and specialization, according to special provisions.

#### Article 66

The worker or employee who continues school without separation from work has the right to paid leave, the length of which is set by decision of the Council of Ministers.

#### Article 67

The right which the workers or employees enjoy according to article 66 of this Code, also benefit those workers and employees who have completed the general middle school and, when the needs of the enterprise, of the institution or social organization require it, follow courses without separation from work in order to acquire professional education.

#### Article 68

The worker or employee who has been absent from school without explanation or who has not participated in consultations or in laboratory work, who has not taken examinations or has missed seminars and who has profited from easy conditions, receives no pay compensation for that particular period. The order is the executive title.

The worker or employee who repeats a year, enjoys only one leave for examinations, but with the right of pay.

#### Article 69

The worker or employee, who pursues courses with separation from work for further skill-training specialization, for raising his ideological and professional level and for acquiring a second profession, for the time separated from work enjoys the right to pay in the amount decided by the provisions of the Council of Ministers. The wages of the school-children in the economy are regulated in the same manner.

#### Article 70

The criteria and the rules of procedure to evaluate the skill-training of workers, and to acquire scientific grades and titles, are decided by special provisions.

/Chapter VII/

/Work Safety/

Article 71

The state is concerned about and takes measures for work safety, so that the worker or employee can work in normal conditions and without risks to his life and health.

Article 72

The mines, plants, factories, loading sites and the construction projects, as well as their branches and sectors, are designed, built, re-built and utilized according to the rules of technical safety, and health and work hygiene rules.

The putting into operation of the machines, equipment and mechanisms is permitted only after receiving approval from the respective inspectorate, and when they have been equipped with safety means.

Article 73

The administration of the enterprise, of the institution or of the social organization is obliged to provide the workers and employees with normal technical and hygienic conditions for work, in compliance with the requirements and rules for work safety established by the ministries and by other central institutions.

The administration is obliged to explain, prior to work commencement and continually, to the workers and employees the rules of technical safety to avoid hazards at work, to protect health, and all the other rules which have to do with work safety.

Article 74

In enterprises, institutions and social organizations social-cultural projects are set up to serve workers and employees.

Article 75

Any worker or employee who has not reached the age of 18, and anyone who works in heavy jobs or in places which are potentially harmful to life and health, is hired to work after taking a medical examination, which is repeated according to the rules established by the Ministry of Health.

Article 76

The female worker, the minor has not reached the age of 18, and the worker with a medical problem, is not allowed to work underground or in heavy jobs, harmful to health, which are specified in the rules and recommendations for technical safety and work hygiene.

#### Article 77

The worker or employee who works in work processes which are potentially harmful to life and health, or when clothing is quickly damaged or contaminated, receives gratis from the enterprise, institution or social organization safety devices, special clothing, antidotes, polyvalent and supplementary foods, soap, and when required by the conditions of social hygiene, work clothes too, according to the criteria set by the Council of Ministers, after receiving the opinion of the Central Council of Trade Unions.

#### Article 78

The administration of the enterprise, of the institution or social organization is obliged to hire and to place in a suitable job, within the plan of the approved number of workers, the disabled and workers with medical problems, and take measures for their rehabilitation.

#### Article 79

State control over the implementation of the provisions of this Code, of the ordinances, decisions and recommendations concerning the issues related to working conditions, to the length of work and of leave, and to work safety, is exercised by the respective inspectorates, by the organs of state social insurance and by the other state organs, the rights and the tasks of which are determined by special provisions.

#### /Chapter IX/

#### /Work discipline/

#### Article 80

The administration of the enterprise, of the institution or social organization is obliged: to take measures for the fulfillment of the state plan, for the protection and correct administration of socialist property, for the fulfillment of tasks in the field of defense, for the socialist organization of work, for the education of the workers and of employees and to raise their level of skills, for the strengthening of work discipline, of the rules of technical safety and of hygiene at work, for knowing, strengthening and implementing socialist legislation, as well as to solve the demands and the complaints of the workers and employees.

#### Article 81

The worker and employee is obligated to work with a high socialist awareness, to fulfill the plan tasks, to produce goods, or to execute constructions and services with high quality, to protect socialist property, to conserve raw materials and other materials, to raise the ideopolitical level and the technical-professional capabilities, to carry out the tasks for the defense of the country, to respect the rules of work safety, to implement accurately the laws, decisions, orders, recommendations and the demands of proletarian discipline at work.

#### Article 82

The worker, employee or working collective, who works with a high awareness for the fulfillment and over-fulfillment of the plan tasks in quantity, quality, type and assortments, for the increase of labor productivity, for reduction in cost, for the protection of socialist property, for implementing the new elements of science and technology, for inventions and rationalizations, is honored, according to special provisions, with various moral and material incentives, with priority being given to the moral incentives.

#### Article 83

The worker or employee, for the non-fulfillment of set tasks, as well as for acts committed at work which harm the moral-political standing, is first of all, criticized and helped by the collective; but, when necessary, the administration of the enterprise, of the institution or social organization takes against that person the following measures with an educational character:

a) advising;

b) pointing out;

c) warning;

ch) demotion at work or assignment to a job with less pay for up to six months in the same enterprise, institution and social organization, or in special cases, in another enterprise, institution or social organization within the district, through the executive committee;

d) dismissal from work, according to letters "dh," "e," and "ee" of article 98 of this Code.

#### Article 84

In selecting the disciplinary measure of an educational character, the degree of violation of discipline, the circumstances under which this has been violated, the former behavior of the worker or employee and, the attitude toward work and society are taken into consideration. The disciplinary measures, as a rule, range from light to heavy; in special cases they may be taken without following the order set in article 83 of this Code.

#### Article 85

The disciplinary measures of an educational character, which are called for in the letters "a," "b," and "c" of article 83, are taken by the manager of the enterprise, of the institution or social organization, of the factory, of the sector, of the department, as well as by their highest organs, whereas those which are called for in letters "ch" and "d" are taken only by the competent organ for work placement.

The disciplinary measures of an educational character are given within one month of the day of the discovery of the violation and not later than a year from the



day it was committed. They cannot be given prior to listening to the worker or employee, against whom the measure will be taken.

#### Article 86

The disciplinary measures of an educational character, with the exception of those called for in letters "ch" and "d" of article 83 of this Code, are invalidated if within one year from the day they have been issued against the worker or employee no other disciplinary measure has been taken.

The measure may be retracted earlier by the organ which has issued it, on request of the person concerned or on proposal of the basic organization of the Trade Unions and when it is considered that the worker or employee has improved.

#### /Chapter X/

#### /Material Responsibility/

#### Article 87

The worker or employee who during the execution of his job intentionally or unintentionally causes material damage to the enterprise, the institution or social organization where he works, is obligated to make restitution for the actual damage.

When the damage has been caused by several workers or employees, indemnity is charged according to the degree of each one's fault.

#### Article 88

The management-administrative, engineering-technical and economic personnel are materially responsible, up to one month's salary for all damage caused during work by the other employees who are under their direction, if these damages or violations of plan discipline and financial discipline have occurred due to their fault in management activity.

The criteria and the cases of this responsibility are established by decision of the Council of Ministers.

#### Article 89

Indemnities are decided, according to the case, by order of the manager of the enterprise, institution, organization, factory, sector, work site or also by other organizational units with their own financial assets. When the damage has been caused by the managers themselves, or when the damage is discovered by the financial control and auditing organs of the executive committee of the district people's council, of the ministry or of another central institution, indemnities are decided, according to the case, by order of the chairman of the executive committee of the district people's council, or by order of the minister or of the manager of the other central institution. These same organs order indemnity even when the damage has been caused by the manager together with his subordinates.

#### Article 90

The setting of indemnity is done within 6 months from the day of the discovery of the damage, but not later than three years from the date on which it occurred.

Indemnity cannot be fixed without first hearing the worker or the employee who has caused the damage.

When indemnity cannot be implemented because of the passing of these deadlines, the guilty person who has failed to meet the deadline becomes materially responsible.

For acceptable reasons, the organ which examines the complaint against the indemnity order can reestablish it with a new deadline.

#### Article 91

The indemnity accepted by the worker or employee is deducted from the wages and other incomes according to the provisions on deductions of income.

#### Article 92

When the worker or employee is penally punished for the damage which he has caused to the enterprise, institution, or social organization, indemnity is decided by the court.

When it is decided to close the penal case initiated or innocence is established, indemnity is set by the enterprise, institution or social organization within 6 months from the day of the notification of the decision.

#### Article 93

In special cases, by taking into consideration the circumstances under which the damage has been caused and the personal conditions of the worker or employee, indemnity can be reduced to 50 percent of the value of the damage caused.

#### /Chapter XI/

#### /Transfer and separation from work/

#### Article 94

The employee or the worker with low, average or high skills, when it is necessary may transfer, according to his profession, to another enterprise, institution or social organization, regardless of location.

The transfer within the district or within the enterprise, institution or social organization is done, by decision of the executive committee of the district people's council or of the administration of the enterprise respectively, and, outside the district, by decision of the minister or of the managers of the other central institution.

#### Article 95

The worker or employee, when there has been work interruption or for reasons of production, may be transferred temporarily to another job by the manager of the enterprise, of the institution or of the social organization.

#### Article 96

The enterprise, institution or social organization is obliged to transfer the worker or employee to a more suitable job within the same enterprise, institution or social organization, if, because of sickness (or for women, because of pregnancy) he or she is unable to carry out the former job, for as long a period as stated in the medical report.

The enterprise, institution or social organization, when there is a lack of suitable places compatible with the health condition of the worker or employee, is obligated to place him in a suitable job in another enterprise, institution or social organization, in the same place, through the executive committee of the district people's council.

#### Article 97

The worker or employee, when there are justified reasons and when he considers that leaving his work does not hurt the interests of the enterprise, institution or social organization, may leave his job by giving a 15 days notice.

The enterprise, institution or social organization, when it considers that the departure of the worker or employee hurts the work, may lengthen the time that he remains on the job up to 30 days for the worker with low skills and up to three months for the worker with simple, average and high skills, and also for the employee.

#### Article 98

The administration of the enterprise, of the institution or of the social organization has the right to suspend the worker or employee from work when:

- a) he has achieved the right to a full old-age pension;
- b) he is unable to perform the work or assigned task;
- c) the enterprise, institution or social organization is dissolved, a reduction takes place in the staff's personnel or in the number of workers, or there is interruption in work;
- ch) conditions are lacking for completing the work or the assigned task;
- d) he has been employed in violation of the legal provisions;
- dh) he violates work discipline repeatedly and seriously;
- e) he damages socialist property seriously or in a repeated manner;

ee) he commits a penal act in connection with his job, and this is proven by clear decision of the court, or sentences with loss of freedom for longer than two months, or a measure of internment or expulsion has been taken against him;

f) according to the decision of the respective organ he must be replaced by another worker or white collar worker who first had this job, but who quit without authorization.

g) he does not return to work before 6 months from the date that he has become temporarily disabled for work.

In the cases specified in letters "b," "c," and "ch" of this article, the worker or employee cannot leave his job without being placed in another job.

In the cases specified in letter "f" the worker or employee is given a 15 day notification.

#### Article 99

When the worker or employee is on normal, supplementary or health leave, the enterprise, institution or social organization cannot suspend him from work, with exception of cases when he is punished for a penal act with loss of freedom.

The work place is kept for the worker or employee in cases when disciplinary measures are taken against him according to the letter "ch" of Article 83 of this Code.

#### /Chapter XII/

#### /Settling of Disagreements/

#### Article 100

In regard to disagreements which arise between him and the administration of the enterprise, of the institution or social organization, when it has not been possible to solve them directly between them, the worker or employee has the right to appeal to the trade committee of the basic-organization of the Trade Unions of his work center.

The appeal is made within 10 days from the day of the notification of the decision of the administration, and the trade committee of the basic-organization of the Trade Unions must examine the appeal within 10 days from the date of its presentation.

#### Article 101

The worker or employee, when he does not accept the decision of the trade committee of the basic-organization of the Trade Unions, may appeal himself to the district court within 10 days from the issuing of this decision.

When the manager of the enterprise, of the institution or of the social organization does not accept the decision of the trade committee, he is obligated to notify the worker or the employee in writing within 3 days. In these cases too, the worker or employee can appeal to the court within 10 days from receiving this notification.

For the disciplinary measures of an educational character which are called for in letters "a," "b," "c," and "ch" of article 83 of this Code, the decision of the professional committee is final.

An appeal made within the deadline in the case stipulated by letter "ch" of article 83 of this Code, cancels the execution of the decision.

#### Article 102

The trade committee and the district court may examine the appeal presented by the worker or employee even after the deadlines set in articles 100, 101, under circumstances which are considered legal.

#### /Chapter XIII/

#### /Final provisions/

#### Article 103

With the coming into force of this Code, the Law No 4170, of 12 September 1966, "the Labor Code of the People's Republic of Albania," as well as any other provision which comes in contradiction with this Code, is abrogated.

#### Article 104

This Code comes into force on 1 October 1980.

Tirana, 28 June 1980

Law No 6200

Secretary of the Presidium of the  
People's Assembly of the People's  
Socialist Republic of Albania  
Xhafer Spahiu

Chairman of the Presidium of the  
People's Assembly of the People's  
Socialist Republic of Albania  
Xaxhi Lleshi

5112

CSO: 2100

## GREATER EFFORTS REQUIRED TO COMBAT 'UNCULTURED' ACTS OF STUDENTS

Tirana ZERI I POPULLIT in Albanian 30 Sep 80 p 1

[Article: "A Continuing Duty of the School"]

[Excerpts] The revolutionary education of the youth is a continuing process. The party constantly tells us that we must keep our youth pure and always educate them in the revolutionary spirit, with a relentless attitude toward foreign traces and manifestations. Our society reacts in a critical manner not only when it comes across unsuitable, foreign manifestations in the attitude toward work and property, in life styles, in attitudes, in appearance and in artistic tastes, but also when it comes across cases of a liberal attitude toward these things.

The bases of the multilateral communist education of the younger generation are laid, in an organized and programmed manner, at a very early age in the kindergartens and, especially, in the 8-year school. This education continues in the intermediate and higher schools, inside and outside the classrooms. The perfection of all activity in this field requires that the cases of narrow concepts of educational work in the schools be strongly combatted, attitudes which restrict this activity to one or two class hours a week or to some special educational activities. As a result of such a weak understanding and inadequately developed activity in the entire educational and teaching process, some pupils in schools in Berat, Shkoder, Tirana, Vlore and other districts have manifested foreign attitudes, especially in the area of the damage and abuse of state and cooperative property, as well as uncultured behavior in regard to adults and have committed uncultured acts, etc. The pupils who have acted in this way are mainly those who have repeated grades, who have had poor attendance and poor progress, who have dropped out of school, etc. This shows the need for the further improvement of the work of the school in the entire teaching and educational process.

The teacher plays an important role with his personality and his role as an educator. The multilateral education of the teacher, his intellectual world, his moral figure, scientific training, culture and speech, his use of the language and his ethics, and his appearance are of special importance for the children. The further improvement of work in this field requires a closer and more specialized cooperation of the school with the family,



without the globalism and formalism which are manifested in some cases. A broader activity is required on the part of the cultural front so that social, pedagogical and psychological studies are undertaken and the quality of publications, broadcasts, newspaper columns and artistic events is improved in order to put the scientific work for the moral and civic education of our younger generation on scientific bases.

CSO: 2400

## BACKWARD RELIGIOUS, FAMILY CUSTOMS PERSIST IN KRUJE

Tirana ZERI I POPULLIT in Albanian 24 Sep 80 p 2

[Article: "In the Struggle Against Old Customs, New Socialist Norms Are Affirmed"]

[Excerpts] In Kruje District, we still meet traces of the customs and prejudices of the past. In the village areas there are various instances and forms of backward customs in life styles, in regard to food, in regard to heavy clothing for women, in personal hygiene, etc. Instances of this type appear especially in the mountainous areas of Kruje and in Ndoje, Gallate and other localities. In some cases, attention is given to furnishing and supplying with beds only the homes of friends and not the homes of family members.

Backward customs are often linked to religious prejudices. The organizations of the Democratic Front where such cases have appeared have done and are still doing work on an individual basis with those who have such prejudices, explaining the emptiness and danger of their beliefs. Good work has been done in replacing religious feasts with new popular socialist festivals, such as the Liberation Day, 1 May, and New Year festivals, the festival for the liberation of the district, etc. There has been noticeable progress in the area of marriage relations, in the further democratization of the family, etc. However, there are still, here and there, foreign manifestations which are remnants of backward customs. They are an obstacle to the contracting of marriages on the basis of the young people's knowing each other.

CSO: 2100

## BRIEFS

NEW DEPUTY MINISTER OF AGRICULTURE--Recently appointed deputy minister of agriculture, Dr Janos Eleki was born in 1939. He has been a party member since 1967. He holds a degree in agricultural engineering with a specialty in seed management. He has worked as a member of an agricultural cooperative, as chief agronomist and as ISZ head. He was elected to this position in 1978. His 20 years of practical experience are combined with 15 years in managerial positions. He was organizer of the foreign trade association known as Hungaroseed. He has held various jobs at the council and county level. In the course of his county work he served on economic policy committee of the county party committee. This year he was elected National Assembly representative. In his new assignment Dr Eleki will be responsible primarily for tasks related to agricultural production, organization and technical development. [Budapest MAGYAR MEZOGAZDASAG in Hungarian No 42, 15 Oct 80 p 2]

CSO: 2500

FOREIGN MINISTRY OFFICIAL INTERVIEWED ON POLAND'S FOREIGN POLICY

Warsaw WALKA MŁODYCH in Polish No 33-34, 17-24 Aug 80, pp 5, 10

[Interview with First Vice Minister of Foreign Affairs Jozef Czyrek, by Ludwik Luzynski; date and place not given]

[Text] [Question] With the beginning of the 1980's we have entered a difficult phase in international politics. During the final years of the preceding decade, phenomena and tendencies existed which were at odds with international security and detente. The decisions of NATO in the field of armaments, particularly with relation to the constant increases in military budgets and the introduction of medium-range nuclear missiles in Europe, and the reaching out across a broader area for an economic weapon have had repercussions on the atmosphere of international relations. Nevertheless, the efforts of socialist countries, including Poland, aimed at reversing these unfavorable trends have continued unabated in this difficult period for peace. Comrade Minister, can you characterize these efforts?

[Answer] Indeed, the efforts of socialist countries, including Poland, aimed at reversing unfavorable tendencies in the development of the international situation have continued unabated. These efforts have been undertaken both on a bilateral and on a multilateral plane.

Among these multilateral efforts should be numbered, above all, a meeting of the Political Consultative Committee of Warsaw Pact nations in our capital. At this anniversary meeting an accounting of 25 years of the work of our alliance was given. This accounting may be briefly characterized as the guarantee of security and peace on our continent through this period.

Of principal significance was the designation of the directions we must travel to reduce international tension and to solve the resounding problems of the international situation. The Political Consultative Committee has developed such programs as a common line of States-Sides policy of the Warsaw Pact.

In characterizing this program, I would like to note the importance of the corroboration by socialist countries of a course for strengthening peaceful coexistence both in Europe and throughout the world.

This represents the affirmation of the most important task of the present era--protecting humanity from a stage in the armaments race, which is even more

threatening in military and economic terms, by means of political and military detente and the building of confidence.

A significant initiative in this area for our continent has been the presentation of a proposal concerning the convocation of a conference on military detente and disarmament in Europe, and the outlining of the contents of the first stage of such a conference devoted to confidence-building measures.

Alongside the multilateral efforts, bilateral efforts were very significant (although certain ones went beyond that framework). I would include among those efforts the meeting in Wilanow of Leonid Brezhnev and President Valery Giscard d'Estaing with the participation of the first secretary of the PZPR Central Committee Edward Gierek. This meeting represented the initiation of a dialogue at the highest level between representatives of East and West, and by the same token represented the affirmation of a policy of international relations which favors resolution of problems by means of discussion, contacts and negotiations, and which opposes the policy of escalation of tensions, of armaments and of the various so-called means of retaliation. For this very reason international public opinion has attached such great importance to the meeting.

Without a doubt, the contacts which took place in Vienna in conjunction with the anniversary of the signing of the state treaty with Austria should also be included in this series of meetings. I mean, above all, the first meeting in a long time of representatives of the Soviet Union and the United States, i. e., Minister Andrey Gromyko and Secretary of State Edmund Muskie. Very important contacts among heads of state also came about in Belgrade on the occasion of the funeral ceremonies of Marshall Tito. Among these contacts was the meeting of the first secretary of the PZPR Central Committee with FRG Chancellor H. Schmidt, among others. These contacts also include the visit of Chancellor Schmidt to Moscow, in the course of which Leonid Brezhnev introduced new initiatives and a new impetus towards avoiding the danger of so-called Eurostrategic armaments. As we know, Brezhnev's proposals received much attention on our continent. The appropriateness, importance and timeliness of these proposals is attested to by the fact that the U. S. Government expressed its readiness in principle to take up this initiative and begin discussions with the Soviet Union.

[Question] Certainly, indications of a developing dialogue must be seen as a positive sign for the atmosphere of international relations. Thus we may hope that this process will have a favorable effect on the meeting in Madrid, which is devoted to a discussion of the situation in the context of the Final Act of Helsinki, which was signed exactly 5 years ago.

[Answer] The meeting in Madrid should be as autonomous a meeting as possible with regard to the order of the day, work procedure and the like. However, with regard to the content and atmosphere of the meeting, the Final Act and the situation on our continent will certainly have an effect on the course of the Madrid meeting itself. In any event, at this point there is a clear consensus that the Madrid meeting should be held at the appointed time and that the topics under discussion should be consistent with the spirit and determinations of the CSCE Final Act. It should be concerned with equalizing all of the "baskets" of the Final Act as much as possible and should not deal selectively with only certain subjects, as was the case in Belgrade. Finally--and this is most important--it should bring about positive results and incentives for detente in Europe.

[Question] Does this consistency refer to the detailed discussions of subjects as well?

[Answer] With regard to the contents of the meeting in detail, it is possible that several countries will make use of the topic of the so-called evaluation of the status quo of the implementation of the Final Act, or of certain international occurrences to attempt to present issues in the course of deliberations which are not only of a controversial, but even of a confrontational nature. However, the decisive majority of states, as indicated both in our discussions with them and in the many consultations which we have had recently (including the visit of Premier Babiuch in Vienna, of the Norwegian and Danish ministers of foreign affairs in Poland, of our minister in Paris and the Netherlands, and consultations with the UK, Spain, Italy and the FRG) is opposed to encumbering the Madrid meeting with topics and problems which could threaten the course of the meeting and hamper the process of European dialogue and detente.

The passage of a mandate by the Madrid meeting concerning a conference on military detente and disarmament in Europe would have special significance for Poland and the issue of detente. Such a mandate could apply both to the convocation of the conference itself as well as to the setting in motion of preparations for the conference.

Conversations with our partners in the West have shown that most of these states appreciate the importance of and the need for the passage of such a mandate at the Madrid meeting. Many of these nations share our view that the inception of the process of military detente and disarmament can be an act as important on a military plane as the decision concerning the creation of the CSCE was on a political plane. To put it concisely, what would occur here could routinely be called complementing political detente with military detente. In any event it would be the inception of a process which would be in complete accord with the feeling of community of interests of European security and would have a decisive significance in lending a universal and irreversible quality to the processes of detente.

[Question] From what you say, Comrade Minister, it is understood that the majority of European states accepts the idea of calling a European conference on detente and military disarmament in Warsaw. I would like to ask you, however, whether the initial conditions on which the states of Western Europe base the setting in motion of this conference have been manifested in conversations and consultations?

[Answer] I do not think the phrase "initial conditions" is appropriate here, although some states have expressed specific requests with reference to such a conference. These include, e. g., the definition of the territorial range of the first stage of the conference which is to be devoted to confidence building measures.

As is known, both the proposal of socialist countries with regard to such a conference and the proposals of France concerning a European disarmament conference have projected two stages. The first stage is to be devoted to confidence building measures on our continent. The second stage is to be devoted to concrete steps in disarmament, i. e., reducing the human potentials and armaments arsenals connected to these potentials.



[Question] What is involved in the confidence building measures? Why are they so important for ideas of disarmament?

[Answer] In the most general sense confidence building measures are those steps taken to strengthen a sense of security, although they do not comprise a reduction in armed forces and armaments. They are measures of a political nature or a political-legal nature, such as for example, the idea of concluding an agreement not to be the first to strike with atomic weapons, or the idea of concluding an agreement relinquishing the use of force and the threat of its use in international relations. They are also such measures as, for example, being informed of the movement of troops in general or within a specified zone, or being informed beforehand of maneuvers and the number of troops participating in these maneuvers. We also number among these measures several national, and not only national, measures of observation or control, as for example the possibility of inviting representatives of foreign nations for maneuvers in the role of observers, as provided for by the CSCE Final Act in Helsinki. This is an important, already tested method of mutual information and strengthening of confidence that no unfriendly steps of a military nature will result from a given operation.

I am of the opinion that even these confidence building measures given as examples convey the idea that, at least at a certain stage, until a lower ceiling of armed forces and armaments is achieved, they can indeed lead to the strengthening of confidence, to reinforcing the feeling of security and in this way they can bring about the establishment of premises for the second very complex stage, the reduction of armed forces and of armaments.

[Question] I propose that we return to the subject.

[Answer] Yes, the second matter relates to the voluntary or the obligatory character of duties in the area of confidence building measures and control. The Final Act of Helsinki was based on the voluntary character of states' obligations. On the other hand, the NATO states advance the idea of the obligatory character of these measures. It seems to us that what is most important is that these measures be effective. Thus, one of the basic premises of the effectiveness of these measures is the voluntary assumption by states of the obligations connected with their observance and application. In other words, we would favor the voluntary character of obligations as more effective and conforming to the letter and spirit of the CSCE Final Act.

In summary it may be stated that the idea of calling a European conference on military detente and disarmament may be approved by the Madrid conference, or a mandate may be passed to make preparations for such a conference and to convene it. I would like to supplement this by saying that several countries have advanced the proposal that, in between the proposition of the Warsaw Pact and the proposition of Poland and France, which receives the support of NATO and the Common Market countries, a rapprochement of both propositions should be worked out before the Madrid meeting enabling a general European consensus on this basis. Of course we are in the midst of such efforts. It appears, however, that setting ourselves the task of achieving a full substantive understanding between the positions of the West and East before the November meeting, before the beginning of the conference itself, would be indeed unrealistic. It would be impossible to achieve in such a short time, even with the best feelings of good will on the part of both

sides. The process of preparing the CSCE itself lasted years and not months, as experience demonstrated. Practically speaking we have 2 months before the Madrid meeting begins on 11 November 1980.

[Question] Should we not take it for granted, however, that the dialogue which has taken place concerning detente in recent weeks can be brought to a standstill by some force?

[Answer] Can this process be interrupted by any force? If we take as 100 percent certain and real what the Republicans presented in the United States on the platform of their nominating convention, then the danger is evident, since their plank in the international field is based on the idea of a policy of force and a policy of confrontation and arms race.

I believe, however, that the existing structure of power between the detente tendency and the Cold War tendency gives no indication that the antidetente tendency may become dominant. I think that every condition and possibility exists for guaranteeing that the detente tendency will dominate.

[Question] In conclusion I would like to ask about something which often rankles our readers, namely: how is our foreign policy developed and what role do diplomats play in this regard?

[Answer] Although I have worked in diplomacy for nearly 30 years, I certainly am not an adherent of an isolated emphasis on the role of diplomats and diplomacy. Diplomacy in this way is understood as a group of measures and efforts which are to lead to a specific goal. On the other hand, if what is underlying is the activity of specific services, groups of people, then I think that the role of diplomacy in the classic sense of this word is undergoing greater and great transformation. For example, with the existence of mass means of information and communication and all such phenomena which have caused the world to become small indeed, but more diverse--characterized by a growing interdependence of various issues, regions and interests--informational functions of the diplomatic service have become more limited. At present, policy is conducted on an unusually broad front. Let us take, for example, international contacts. The important practice of meetings at the highest and at high government levels has developed, and these are not meetings of ministers of foreign affairs alone, but ministers of various fields, representatives of political powers, parliaments and the like, a practice which virtually did not exist before World War II. Today, comprehensive national interests decide actions in foreign policy. For this reason it may also be said today that the deciding factors with regard to the directions of the policy of a given country--besides its basic structural and ideological assumptions and class interests--are its economic problems, its guarantee of the best peacetime conditions of development of the country through international cooperation, its raw materials needs, its technological, educational and credit needs, and all of its other needs.

For this reason as well, the highest agent in determining our foreign policy is the congress of the leading political force of our country, the PZPR, its Central Committee and Politburo. Of course, in thinking of the party, I also think of other allied parties, which--in the case of the last program of our foreign policy for 1980--joined to consider and undertake decisions with regard to its content.

With regard to the international situation and the foreign policy of the country, the place of Poland in the international arena is thus determined by almost every one of its citizens through his contribution to the development of the country--whether he is a technician or a worker producing for export, or an artist who makes a significant contribution to the wealth of culture, or a sportsman whose attitudes and successes create the so-called mass portrait and understanding of a given country. All of this plays a part today in the building of the international position of the nation, its role, its significance and the good name of Poland throughout the world.

8536

CSO: 2600

## POLAND

### FRENCH JOURNALIST IN POLAND SAYS STRIKE RESULTS POSITIVE OVERALL

Paris REVOLUTION in French 26 Sep-2 Oct 80 p 31

[Article by Jacques Estager: "This Summer - Positive On the Whole"]

[Text] The Polish crisis, that wave of strikes all over the country, the unions being challenged, the crisis of confidence affecting the party, the tremendous working class pressure resulting in changes in the party leadership and in the government, an entire nation hanging on the Gdansk negotiation, days of extreme tension and afterwards the agreement, the right to strike, the independent unions, the door opened to pluralism, the great debate over democracy, 18 days which changed the face of Poland: since all of this had never been seen in a socialist country, how was a French Communist journalist whose work put him in the middle of events to feel about it? Nothing fit the traditional image of socialist countries any longer. And journalists from the international press, rapturously discovering strikes and strikers here which they had always ignored in their own countries, were already proclaiming if not the end at least the failure of socialism and ironically asking the question: "Well then, has it been positive on the whole?"

It is true that anything could happen during those events which were no longer being ordered by any kind of logic. But even during the periods of extreme tension Poland never departed from its tranquil state. The working class carried on its battle in its own environment, in the factories. There was no demonstrating or disorder or violence. There was an extraordinary political maturity on both sides. And in that movement in which the workers by their action made their right to strike a legal one, the socialist state paid wages for strike days, gave the strikers job guarantees, treated them as equal partners, and proclaimed its respect for their demands and its intention of meeting them, the only limitation being the country's actual resources.

Faced with the most serious crisis of the entire history of the Polish People's Republic, the socialist state announced: "We will settle the crisis on a political level and with political means. Our only weapons will be dialogue and negotiation, a joint search with the working class for solutions to the problems we are presented with." This is a line from which neither the party nor the government was to depart, going above and beyond leadership changes.

Yes, it has been positive on the whole.

Taking either October 1956, December 1970, or 1980: Socialist Poland has set out and resolved its problems in terms of a sequential social and political crisis which

on each occasion has entailed leadership changes in the party and in the state. The fact that the solution for contradictions arising from within the Socialist society's evolution itself could be found through the confrontation of the governed and those who govern in a country where the state is designed to be the state of all the people, this at the very least bears witness to the failure of democracy's political structures to adjust and unclog. The crisis itself could not have been a positive phenomenon. It brought weakness, backwardness and error to light. It gave expression to unsatisfied aspirations. And yet Engels' phrase about the violent labor pains of any society pregnant with a new society could be applied to it. For the crisis did not challenge socialism but rather the deficiencies of socialism. Many people reckoned too quickly on socialism's defeat. When the working class has less and less intention of delegating its powers and more and more intention of exercising them itself, when it has recourse to striking in order to give democracy real substance and to obtain the guarantee of fully exercising workers' rights, this is not a defeat, but a step forward for socialism. It is the real exercise of the working class' leadership role. "Nothing," they say here, "will ever be like it was before. Neither the party nor the state nor society."

Yes, it has been positive on the whole.

That catastrophic vision of Poland that an entire press corps tried to convey - did it conform to reality? No, it did not. The actual crisis did throw all the negative factors into relief. But for all that, it did not obscure the economic and social achievements. During the decade which has just run its course Poland has made great progress. It has shortened the distance which separated it from highly developed countries; but it has yet to adjust to that. It faces contradictions which by a priori reasoning are surprising. Its industry is modern and well developed, but its economic strength is dwindling and productivity is not increasing. Industrial potential is considerable; the land can produce much more than it does. But neither industry nor agriculture are satisfying the actual needs of the population. Those are the problems faced today. They stem in large part from the methods used to manage the economy. A Paris weekly has written that Polish workers have just won what French workers gained in the nineteenth century. What is true about that is that strikes and the right to strike are taboo subjects in a Socialist society. That restraint has just been removed in Poland. What is false is to attempt in that way to say that social gains do not exist in that country, that Polish workers in that sense are still in their nineteenth century. A comparison of social legislation in France and Poland does not show the latter at a disadvantage. Better still, when the strikers called for and obtained veto rights over all the decisions made by factory management, they were starting out from an already considerable base of established rights. And it was in the name of the principles of socialism that the working class reacted against abuse, against privilege, and against violation of social ethics.

Yes, it has been positive on the whole.

The problems of democracy have been at the heart of this crisis. French Communists are not surprised by that. But it is not that the Polish political system did not include democratic structures. There are in particular structures in place for social self-government and for self-government in factories. They work badly. There is too much congestion. One of the major strike demands was for self-government to really function, starting from what is in place, and based on new more extensive



rights. The problems Poland is currently presented with serve to verify what Stanislaw Kania has expressed in these terms: "Democracy is not a gesture towards society but a growing and fundamental need of socialism." The anticommunist press has made an error of judgment regarding the Polish crisis. This crisis is not and has never been a challenge to socialism. It is a demand for further democracy and further socialism. It is leading to the implementation of new forms of political life and of participation by the masses allowing contradictions which have occurred naturally in the development of socialist society to be overcome.

Yes, it has been positive on the whole.

And this Polish summer has been on the whole positive because of the amount of reflection it will force, the challenges it implies, and the perspectives it opens up.

9631

CSO: 3100



## 'ERA SOCIALISTA' CHIEF EDITOR CRITICIZES 'LUCEAFARUL'

Bucharest ERA SOCIALISTA in Romanian No 19, 5 Oct 80 pp 50-51

[Article by St. Voicu: "Foot Literally and Figuratively"]

[Text] The column "Review of the Journals" in LUCEAFARUL No 30, 1980, devoted to ERA SOCIALISTA rates as "varied and interesting: the ideological and cultural-artistic section" in our journal No 16, 1980. We were about to thank the entire collective of LUCEAFARUL for this, who get the credit for the entire content of the "Review of the Journals" because the column is unsigned and therefore expresses the editors' opinion.

But we gave up thanking them with regret because as we went on reading the column we saw that a sensible reference to a review signed here by Petru Berar is followed by an avalanche of distortions and mystifications of an article in our journal, spread over seven columns at the foot (foot literally and figuratively) of the second page of LUCEAFARUL. You inevitably wonder whether it is a matter of inability to understand the content of a "varied and interesting ideological and cultural-artistic section," bad faith, or who knows what else.

An article was published in our journal wherein Victor Ernest Hasek advocates (and we agree with him) "accessibility and effectiveness of the artistic message," as the very title of the article says.

From this article the editors of LUCEAFARUL extract a certain passage in which the author speaks of "the necessity of bringing an entire people, in our case one of nearly 20 million, up to the spiritual and cultural level at which the need of art and the capacity to receive it become definite needs of each."

LUCEAFARUL's interpretation of this passage is incredible. It says, "According to V. E. Hasek, the 20 million have lived in caves until now waiting for the providential missionary V. E. Hasek to liberate them." Rubbish!

But V. E. Hasek states (And it seems to us a perfectly correct theoretical and political point) that once a people (any people) have begun to construct socialist society, for the first time in history it is no longer enough to form a relatively limited category of people who fill a few concert halls, a theater or an exhibition but it is a question of "the necessity of bringing an entire people, in our case one of nearly 20 million, up to the spiritual and cultural level..." (See the above quotation).

The necessity of elevating millions of people to a high cultural and spiritual level is determined by the circumstance, more than evident on the social-historical level and very clearly expressed in the passage incriminated by LUCEAFARUL, that "Socialism is not built with an elite but with the contribution of all."

It is my personal opinion that those at LUCEAFARUL agree with this point and do not think it possible either to build socialism with an elite alone. Therefore I do not in the least understand why they dishonestly and incorrectly cut Masek's sentence in two, quote it in truncated form to distort its meaning without reproducing its conclusion, and distort it.

But if, absurdly enough, they hold another opinion (which is incredible because it would be too great a blunder) they have the right to state it openly.

We shall refer to another quotation taken out of context, truncated and interpreted in the same manner. V. E. Masek's article brings the gratifying fact that, thanks to the party's and our socialist state's cultural policy of course, Alecsandri, Eminescu, and Caragiale are known to practically anybody today and that the paintings of Anan, Grigorescu and Luchian are eliminating the old errors of the "gang picture" from here and more interiors.

The author of the article in our journal says this is a good thing, but he adds, "It is not enough" because "the art of the past centuries, however good, cannot answer all the questions or meet all the spiritual needs and expectations with which the public approaches contemporary art."

How does LUCEAFARUL interpret this text? It says, "ERA SOCIALISTA asks us no more and no less than to put 'aside Alecsandri, Eminescu, Caragiale, Anan, Grigorescu and Luchian...' and to install 'the great hieroglyph of the latest contemporary art' in their place."

Of course it is primarily the business of literary, dramatic and artistic criticism to decide whether our contemporary art is entirely or only partly a "great hieroglyph." But we can state, even without any more detailed study, is the fact that a good many of the poems published in LUCEAFARUL are unintelligible and devoid of "the accessibility and effectiveness of the artistic message" and are indeed "hieroglyphs." If the evaluation in LUCEAFARUL were of any self-critical nature at all, we could regard it with some good will. But it is in no way noble or correct of this publication with a literary mission and published by the Writers' Union to disseminate this judgment and to declare "hieroglyphic" in a pejorative sense our entire contemporary literature and even our entire latest or recent contemporary art.

What we are to do with a false, disloyal evaluation is indicated by the very collection of LUCEAFARUL, which has contained, in addition to many "hieroglyphs," a great many literary creations of high artistic value (prose, verses, fewer literary criticisms) with "accessibility and effectiveness of the artistic message" and acclaimed by us and Masek in ERA SOCIALISTA.

But to return to LUCEAFARUL's rancor, we wonder if we can be satisfied solely with the outstanding art of centuries past, the precious treasure of Romanian and world culture upon which we rightly pride ourselves and the wide dissemination of which among the masses is an accomplishment and a gratifying fact, as our journal clearly says?

It would be very hazardous and awkward for the literary and artistic critics at LUCEAFARUL to try to show that "Alecsandri, Brinescu, Caragiale, Aman..." and the other great creators of art in the past answered "all the questions and spiritual needs and all the expectations with which the public approaches contemporary art today."

If we heeded the statement in LUCEAFARUL, the creators of art in our day (writers, painters etc.) would have nothing to communicate and would not be the bearers of any message and, in the words of those at LUCEAFARUL, we could proclaim "Down with contemporary art, down with the art that will answer the questions and spiritual needs of the members of socialist society. We do not need it because they were all answered in the last century and at the start of our century by Alecsandri, Brinescu, Caragiale, Aman, Grigorescu, etc. etc."

Anyone can see in what an absurd position LUCEAFARUL is placed by its reckless remarks.

I do not think there is need of any theoretical demonstration to convince our creators of art that we must not stop artistic creation today because we had great artistic values in the past. On the contrary, we must go on, we must demand of the creators of art that they give us great new artistic values, better than those of the past if they can, artistic creations that will meet the spiritual needs and social aspirations of the people of today as well as the ethical, aesthetic and ideological requirements of the historical process in full course in Romania, that of forming the new man as a purposeful builder of the socialist society.

This in no way means "down with Alecsandri, Brinescu, Caragiale, Aman, Grigorescu, etc., etc." but just the opposite. I stop and wonder how our colleagues at LUCEAFARUL got such a thing into their heads!

The stand taken by the footnote in LUCEAFARUL No 38, 1980 is a strange one because: this publication, as its entire collection shows, is not satisfied itself solely with Alecsandri, Brinescu, Caragiale etc. but fills its pages week after week with contemporary literature either hieroglyphic, unfortunately, or of good and sometimes even very good artistic quality.

Since this is so (and this is my position too), I am puzzled and wonder why they cheat and why this avalanche of distortions and mystifications? Of what use are they?

The fact is they are of no use to anyone and are even harmful.

In the same "Review of the Journals" in LUCEAFARUL we have also read a brief reference to a note published in our journal by Ion Pop of Cluj-Napoca, entitled "Reflection of the Bourgeois Way of Life. A Constant of the Literary Avant-Garde Movement Between the Wars."

In this note Ion Pop shows very clearly that the literary avant-garde movement between the wars was a chaotic and anarchic form of criticism and challenge of the bourgeois way of life, and that under the ideological influence of the antifascist movement and the revolutionary workers movement some of the most talented avantgardists in Romania began to challenge capitalist society, taking the stands of the Romanian working class.

It is good that LUCEAFARUL has discovered what we have known for over 50 years, namely that the confused and anarchic individualism of avantgardism cannot be equated with

the radical militancy of the left perceived in the political program of the working class. But our comrades of the aforesaid journal have not yet discovered (but they still have time to discover it) that the anarchic individualism of avantgardism in Romania was not "bourgeois" but antibourgeois, which favored the evolution toward the purposeful left.

And the moral of the note in ERA SOCIALISTA is that any evaluation of the role of the literary avant-garde (and that too, we now add, of any literary trend or in general of any ideological and artistic-cultural trend) in any given historical period must allow for the particular dialectics of the phenomenon, its program background, and the many motivations of a language impossible to judge outside of the social-historical context that determines it and to which it reacts."

I do not think that those at LUCEAFARUL have any other opinion, since this is an interesting problem in the history of Romanian literature and the political history of the 1930's, and more than that, a problem of the philosophy of history. They are now acting as if they would like to say something but they do not know what or how, because Ion Pop's point (and ours) is invulnerable. They do not like this. The errata in the following number of LUCEAFARUL, occasioned by an error in proofreading (We are inclined to take them at their word), do not change matters in the least. As it is well said in the same "Review of the Journals" in No 39, 1980 (third column, line 11 from the bottom), LUCEAFARUL has made "a prize blunder."

5186  
CSO: 2700

## SHORTENINGS IN SCHOOL, EXTRACURRICULAR ACTIVITIES

Bucharest **ERA SOCIALISTA** in Romanian No 19, 5 Oct 80 pp 13-15

[Article by Prof Toma Mares: "Requirements for Education of School Youth"]

[Text] Nicolae Ceausescu said, "Development of socialist awareness and education of the workers and of the young generation in general are among the problems of vital -- I might even say essential -- importance to formation of the man and the young builder of the socialism and communism of tomorrow."

Education is a continuous process, a function that is performed throughout the individual's whole life by the family, school, children's and youth organizations, the collective of the institution or enterprise wherein he works, public opinion and the mass media. And the effectiveness of education is indicated by the extent of the individual's social integration and participation and by the responsibility with which he thinks and acts at his place of work, in his family and in his social existence in general.

Unquestionably the educational process as a whole is based primarily upon the schools. They have a varied arsenal of educational means and center around themselves all the contributing factors. In addition to the classes, which are the basic unit of the process of instruction, productive experience is provided in workshops or enterprises, which activities were initiated by the youth organizations in collaboration with the teachers and families. Continued improvement of the material base of the schools and the educational system as a whole as well as the efforts to modernize the programs, textbooks and teaching methods require emphasis upon the educational and formative function of the process of instruction and education. The need of an interdisciplinary and long-range view, constant correlation with the facts of social experience, and encouragement of youth's creative capacity are aspects of the new and the qualitative leap that must be achieved in the field of education.

Activities of the circles and clubs for organized ideological discussions in schools, in youth's homes and in the houses of the Pioneers and Falcons of the Fatherland are highly important. These activities are also intended to familiarize pupils with the laws of the state and to explain some concepts in philosophy, political economics, sociology and political science. The ways of conducting these activities are many and varied (visits and meetings with leading workers in enterprises, subject excursions, conferences, evenings of questions and answers followed by cultural and



educational performances from the National Cîntarea României Festival, etc.).

But this kind of educational activity is not satisfactory in all schools, mainly because some teachers, as I have observed, fail to make these activities as attractive as possible in keeping with the age and particular interests of the young pupil. In general the main emphasis is upon organizing the number of events planned in a month or a quarter and much less consideration is given to the effectiveness expected of the various events. Naturally, with such an approach to educational work the criteria of quality are subordinated to those of quantity.

This tendency to emphasize the quantity of the actions is often aggravated by inadequate coordination among the educational elements of the schools, resulting in duplications, overloading and tiring of the pupils by the form and content of educational efforts that have become monotonous and dull through repetition. The plans and subject matter of the hours of classroom instruction and the programs of the children's and youth organizations often overlap (analysis of the situation in studies, discussion of the same political events, health, traffic and other subjects of instruction).

This situation is maintained not only by the school elements but sometimes even by the organs whose duty it is to guide and control educational and instructive activity. The school inspectors generally judge professors solely as specialists in a discipline and their recommendations are confined to the methodology of the specialty and rationalization of the scholastic documents (plans of lessons, records of regular and extracurricular activities, instructor's notebook, etc.).

The elements contributing to the education and formation of school youth have made a practice of periodically discussing various aspects of the educational process. This is very good, but the reason is unclear for instituting other measures and other methods every time even before conclusions can be drawn about the effectiveness of the previously adopted ones. This results in many programs, and sometimes well-established and efficient methods of political indoctrination as well as good experience and ideas are abandoned in the desire to keep lending them novelty and originality. I think this is illustrated by the way some schools have given up organizing and holding some cultural-artistic and sports events and the applied technical demonstrations, excursions etc. that are highly regarded by school youth. And so the question arises of a better selection of those called upon to guide and control educational activities, which selection should take more account of the calling and preparation of the persons in question.

The ineffectiveness of the various educational efforts, especially those aimed at the pupils' political-civic education, is largely due to disregard of some elementary pedagogical standards. It is well known that a lively exposition or presentation that is richly illustrated by audio-visual aids and directly related to specific realities and the audience's concerns is followed with interest and has a high educational effectiveness. And as I often found in schools, the most frequent defect in efforts of this kind is failure to adapt them to the pupils' age characteristics. Forms and procedures suited to adults are borrowed, the children's comprehension and mentality are strained, and a knowledge and judgment of social relations as well as an experience of life in general that they do not have are demanded of them. Sometimes too many theoretical concepts are presented, with recommendations, instructions, principles and definitions, without giving the pupils sufficient opportunities to understand them, to say nothing of applying them purposefully.



In attending a number of activities with a political-educational content initiated by the Pioneer and YTC (Union of Communist Youth) organizations or the hours of classroom instruction, I could see the tendency of some teachers to conduct education in a forbidding and imperious fashion, to the neglect of the basic pedagogical principle that feelings and convictions can be formed only by specific reasoning and demonstration.

#### Pupil's Spare Time and Family Participation in Education

Use of young pupils' spare time is a problem with major implications for education that is still an open question. In general the pupils are involved in many activities both in school and outside it during the period of instruction and vacations as well. A good deal of their spare time is taken up by the sports events in the Dacia or those in the National Intarea Romaniei Festival and social-public activities (agricultural, embellishment of communities, environmental protection etc.). But the organization and proportioning of these activities and attraction of pupils by providing an interesting content and attractive ways of conducting them are still not up to the standards of high educational effectiveness in all cases. The pupils' lack of interest and sometimes poor participation in the spare-time activities are also due to misuse of meetings and lack of variety in the forms the educational efforts take.

If the pupils are to take an interest in these activities they must be more individualized, organized for smaller groups, and conducted outdoors with much activity and the broadest possible horizon of knowledge. Certainly this wish, often expressed by the pupils themselves, is feasible if the professors and teachers themselves have the necessary time. I think a study of the use of teachers in various scholastic activities and especially extracurricular ones would be illuminating, because the opinion still persists at points that the educational activities in school are less urgent than the extracurricular social-public tasks.

Of course organization of spare time also involves proper proportioning of the time the school and the children's and youth organizations reserve for organized activities and that left available to the pupil. Monopolizing all the young pupil's spare time with organized activities is to be entirely avoided.

In their relations with the family, the schools mainly emphasize points in connection with the standard of instruction, discipline etc., and that is necessary. Three years ago the civic committee was formed as consultative bodies constituted up to the national level in order to expand the schools' field of cooperation with the family and with representatives of the various institutions and public organizations on the entirety of educational problems. Although these committees are composed of various elements engaged in instructive-educational activity, including the pupils' parents, it cannot be said that they invariably succeed in making any really substantial contribution to improvement of the content and forms of education. They are generally limited to solution of managerial problems in schools, and in many schools family participation is still confined to periodic discussions with some pupils' parents.

Many teachers complain of inadequate cooperation from parents, especially the parents of pupils with poor results in their studies and unsuitable behavior, pupils sometimes regarded as "problem cases." I do not think there is any family that is not interested in raising and educating its children. But parents' cooperation with the schools

very heavily depends upon their attitude and the tact with which the teachers know how to proceed. The parents' attitude will be one thing if the professor only comments and reproaches them for their child's behavior and another thing when they see and understand the educator's efforts to change certain unsatisfactory situations.

Lectureships have been organized in all communities for parents' pedagogic instruction. But I think their structure and subject matter should be better defined by determining the problems that actually and specifically interest the pupils' families and avoiding too particular points that concern only some parents as well as too general advice and treatments that are banal and quite useless for that reason. Discussion of problems in experience, with adequate psychological and pedagogical documentation, would interest and greatly encourage the families in their regular collaboration with the schools.

Integration of education with production is basic to Romanian schools. One third of the instruction time of the pupils, especially of those in the higher grades, is devoted to practical activities in shops and enterprises. Hence the importance of the educational influence that the workers and youth organizations in enterprises can and must exert upon school youth in order to form their moral and political traits in direct contact with productive work and its exponents. In this way the enterprise collectives are added with a great responsibility to the other elements with an educational role.

But I do not think the important educational potential of the activities and the actual presence of the pupils in enterprises is being adequately exploited. The fact that there still are workers who, by their attitude toward work, set a bad example for the pupils who have come for experience, while the youth organizations in many enterprises take no steps at all to strengthen the ties between school and plant, has an undesirable effect upon the image the pupils form of work in production and the qualities and traits characteristic of the worker.

#### Training of Educators

The demands of education on all levels require a good preparation and continuing improvement of the teachers. In the 1971-1978 period over 250,000 educators, teachers and professors were improved, with a favorable effect upon the entire process of education and instruction. But some defects still appear in the teachers' practical activity. Many teachers regard their improvement and self-improvement to do effective educational work merely as a formal, professional obligation. This mistaken view is brought about, among other things, by the very way in which the improvement system is designed. It is true that in general the teachers attend professional improvement courses, but without interest and to no great advantage. The chief reason is that essential problems of educational work are not presented or discussed in these courses, not much attention is paid to innovations, and ways of enhancing the educational function of teaching the various disciplines are timidly advanced. Moreover, few practical activities are specified in the schedules of courses of this kind. When all Romanian education is integrated with research and production, why is improvement of teaching personnel still excluded from this principle?

Development of the creative spirit, originality and innovation in all workers is one of the basic requirements of Romanian social progress. But can the teachers' creativity as to the instructive-educational process be developed solely by speeches, seminars and colloquiums in which matters are usually discussed that have been known to

them since their college years? I am convinced that it cannot. Therefore I think there must be a shift from talk to action in the system for improving all teaching personnel, and consequently they must be trained not by speeches alone, however masterly they may be, but through practice and discussion to the point. Discussion entails exchanges of ideas, comparison of opinions, and presentation of personal experience in educational work.

The papers the teachers are required to write to maintain grade I and to graduate from the retraining courses should reflect the result of a personal investigation in a field of instructive-educational work. But it can be seen that these papers often reflect the essential defects of the improvement system. They include generalities emphasizing thoroughly familiar theoretical principles and abound in quotations from other works. Such shortcomings could be avoided if the teachers were encouraged to devote their efforts and interests to creative research to improve their work.

The houses of the teaching staff should not be limited to routine activities, since their sole function is often that of requesting guests from outside to collaborate by giving speeches. They must initiate more field studies as well as practical activities required by the local conditions and followed by discussions. They must direct beginning educators and present them periodically with the conclusions from innovating experiments concerning particular aspects of educational work that are more difficult to resolve.

In higher education the future teachers' practical psychopedagogic training is limited to 10-12 hours of class and 3-4 final teaching lessons. But the professor, whatever his specialty, should be an educator who knows how to work with pupils and how to collaborate with all the elements engaged in education. Therefore he should be trained not only as a good specialist who will impart knowledge in a given field but also as a pedagogue able to form convictions and attitudes and to mold the youths' moral and political makeup.

Inadequate psychopedagogic training of the future professors causes many deficiencies and difficulties in educational work, some of which I have mentioned above. When he reports to a department, the young professor-educator is often unprepared for the many and varied problems of education because he was given no opportunity during his university training to familiarize himself with the ways of collaborating with families and youth organizations or with the performance of the various forms of political-educational work included in the scholastic program or in the extracurricular activities.

To be sure these aims are pursued in the pedagogic high schools especially, but their practical application is not always adequate. It is hard to imagine the effectiveness of a pedagogic experience of 1 month that the pupils in the pedagogic high schools receive, after the pupils of grades I-IV have gone on vacation. This leads to improvisations that detract from the educational value itself of the experience, making it a mere formality.

In order to eliminate the foregoing defects in the teachers' psychopedagogic training, I think it would be advisable to review the very objectives of psychopedagogic training (both theoretical and practical) as well as its structure and duration, because the professors often consider themselves obligated to concern themselves solely with the scientific aspects of the discipline they teach, ignoring its educational implications and generally minimizing their vital role as molders of the consciousness, to

say nothing of the fact that poor psychopedagogic training often leads to lack of initiative on the teachers' part, and fear of error. That is why they wait for instructions, directives and ready-made outlines and plans of activities or the arrival of a representative of the guidance and control organ to help them organize and conduct the various political-educational demonstrations. This adversely affects the permanence and efficiency of political-educational work and interferes with its adjustment to the local conditions and the particular requirements of the school.

A common effort of all elements responsible for the education of the young generation and continuing improvement of the teachers' training for this purpose will bring about the qualitative leap so necessary in the formation of the new man.

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